

*It's all about the journey.*



# The Non-Executive Director (NED) Development Programme

*Newsletter January 2025*

We would like to start this Newsletter by thanking all of our NED programme participants, our host boards, our sponsors Deloitte and Appleby and our supporters, all of whom played an integral part in the success of The NED Development Programme in 2024!

It has been a year of exciting developments and significant growth for the programme. We have partnered with a number of new boards across a variety of sectors and seen strong interest in the programme from aspiring directors keen to learn more about the workings of the boardroom.

We continue to work closely with the IoD and IoD Next Gen Committee as well as the NED Forum to ensure a more co-ordinated approach for those thinking about becoming a NED. 2024 also saw the start of an exciting new partnership with the GIFA NED Committee which has led to new opportunities for placements with Listed Company Boards.



## Our purpose

The UK Post Office scandal undermined trust in existing frameworks of governance. To avoid future scandals, both in government-owned entities and elsewhere, a new approach to governance is required. While the Post Office failings were centered around IT issues its causes were ultimately failures in human decision making.

Guernsey will need to continue to broaden its director talent pool to successfully meet the challenges that a new era of corporate governance will send our way. Do boards have the right skills to overcome problems which they may never have encountered before such as disrupted supply chains, increasingly sophisticated cyber-attacks, climate risks, investor pressures on ESG, increased stakeholder scrutiny and activism, a global War on Talent and the threats / opportunities that AI will bring?

Our aim is to play an important role in helping to ensure that the next generation of local NEDs will be well equipped to meet these and future challenges. Through placements on well governed boards under the guidance of experienced board members, aspiring NEDs can learn to enhance their director skills in the boardroom.

Partner boards can help diversify and develop the next generation NEDs by transferring their experience, knowledge and skills to participants and can themselves benefit from fresh thinking and perhaps a skill set not found on the board.

***The NED Development Programme exists to support the creation of local talent wishing to become NEDs and to promote the message that local boardrooms require a diverse set of skills and capabilities to achieve best performance.***

## Year in review

In 2024 we set ourselves the target of achieving 20 placements across different sectors locally. I am extremely grateful to our very hard-working Selection Committee who meet boards and participants to make these placements happen and I am delighted to say that we say goodbye to 2024 having achieved 30 placements and received some fantastic feedback from both boards and participants!

Thank you again to everyone who has played their part in what we have achieved in 2024 and we are very much looking forward to building on this success in 2025 with some exciting new ideas and opportunities so watch this space! - **Simon Le Tocq, Chair NED Development Programme.**

Total number of placements in 2024

**NED Development Programme**

# 30

### Breakdown of placements



# 08

Number of listed boards



# 10

Number of commercial boards



# 12

Number of charitable/not for profit boards

# 45

Number of participants in the pool at end of 2024

# 15

Number of NEW host boards in 2024

If you are an aspiring director or a board looking for fresh thinking we'd love to talk to you and will be hosting a FREE lunch and learn event on 5th February at the GTA University. You will be able to find out how the programme can help you and hear from participants who have benefitted from it. Find out more about this event at [gta.gg](http://gta.gg).

#### Chris Carter – NED Participant

*“The NED Development Programme provides an invaluable opportunity to gain experience in a board setting that may not always be accessible to aspiring Directors of the future.”*

#### Sally-Ann David, – NED Board

*“Guernsey Chest & Heart has mentored over five apprentices, which has enabled the charity to benefit from their skills, ensure succession planning, and also help the individuals work in and experience the full duties of a professional operational Board and organisation. Three of the candidates now sit on the board of Guernsey Chest & Heart.”*

## Want to find out more?

More information about the NED Development Programme can be found at: [gta.gg/course/director-development/ned-development-programme](http://gta.gg/course/director-development/ned-development-programme).

Alternatively, please contact Julie Eaton on **224575** or email [NED@gta.gg](mailto:NED@gta.gg)

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